WASCO

WATER & SEWERAGE COMPANY, INC.

VACANCY NOTICE

JOB TITLE: Non-Revenue Water Manager

REPORTS TO: Chief Executive Officer

Applications are invited from suitably qualified persons to fill the position of **Non-Revenue Water (NRW) Manager** with the Water & Sewerage Company Inc. (WASCO).

Key Responsibilities

Leadership & Strategy

- Lead and further develop the NRW Department, driving team performance and setting operational targets.
- Establish and review NRW reduction strategies and action plans aligned with WASCO's Strategic Plan.
- Promote a healthy work culture, proactive problem-solving, and positive stakeholder engagement.

Operational Oversight

- Redeploy and coordinate System Planning & Control, including water trucking, Leak Detection, Call/Centre/Control Room, GIS, and Data Analysis Units.
- Integrate SCADA, GIS, and hydraulic modelling into daily operations.
- Issue directives on data provision, operational standards, and compliance.

Performance & Monitoring

- Establish NRW baselines, physical and commercial loss indicators, and annual/long-term reduction targets.
- Develop programs to reduce losses (meter inaccuracies, billing discrepancies, unaccounted water).
- Implement KPIs, dashboards, and evidence-based reporting.
- Ensure data validity, accuracy, and timeliness across all streams.

Governance & Compliance

- Align departmental outputs with donor requirements and WASCO's strategic plan.
- Prepare reports, recommendations, and policy proposals for the CEO and Board.
- Ensure compliance with legislation, regulations, corporate policies, and health & safety standards.
- Maintain documentation to support corporate governance and accountability.

Finance & Resource Management

- Manage departmental budgets, procurement, and resource utilization.
- Conduct cost-benefit analyses, business cases, and risk assessments for NRW initiatives.
- Identify opportunities for cost containment and improved resource use.

Risk & Continuity

- Identify strategic and operational risks; implement mitigation and internal controls.
- Lead preparedness for disruptions (technology failures, cyber incidents, service interruptions).
- Maintain emergency response and business continuity arrangements.

Qualifications & Experience

- Master's Degree in Civil, Hydraulics, Water/Wastewater Engineering, Project Management, or related field plus (3) three years senior leadership experience in water utilities; or

  Bachelor's Degree in Civil/Environmental/Water Engineering plus 5 years management experience.

- Postgraduate training/certification in Hydraulic Modelling, SCADA, or GIS.

Skills & Competencies

- In-depth knowledge of water industry operations, treatment processes, regulations, and best practices.
- Strong written, verbal, analytical, and presentation skills.
- Advanced proficiency in Microsoft Office Suite, job-related software and data analysis tools.
- Excellent organizational, project management and time management skills.
- Self-motivated, professional, and customer-focused.
- Ability to strategically interact with internal and external stakeholders.
- Ability to develop and manage Key Performance Indicators (KPIs)
- Understanding of financial planning and budgeting processes

Note: Candidates must own a personal vehicle and hold a valid Driver's License, as this is a traveling post.

Remuneration

This appointment is contractual. The compensation package is in accordance with the terms and conditions stipulated by the Water & Sewerage Company Inc.

Application Process

Submit your application cover letter, curriculum vitae, and references under confidential cover to: **hr@wascosaintlucia.com**

Deadline: Thursday 29th October, 2026

Only shortlisted candidates will be contacted. Please note that meeting the minimum qualifications does not guarantee an interview. WASCO reserves the right to select candidates whose credentials and experience best align with the requirements of the position.

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